



General Assembly

January Session, 2003

***Raised Bill No. 6427***

LCO No. 3048

Referred to Committee on Education

Introduced by:  
(ED)

***AN ACT CONCERNING PROGRAMS TO ADDRESS THE TEACHER  
SHORTAGE.***

Be it enacted by the Senate and House of Representatives in General  
Assembly convened:

1 Section 1. Subsection (k) of section 10-145b of the general statutes is  
2 repealed and the following is substituted in lieu thereof (*Effective July*  
3 *1, 2003*):

4 (k) (1) Unless otherwise provided in regulations adopted under  
5 section 10-145d, in not less than three years nor more than eight years  
6 after the issuance of a provisional educator certificate pursuant to  
7 subsection (g) of this section and upon the statement of the  
8 superintendent in whose school district such certificate holder was  
9 employed, or the supervisory agent of a nonpublic school approved by  
10 the State Board of Education, in whose school such certificate holder  
11 was employed, that the provisional educator certificate holder and  
12 such superintendent or supervisory agent have mutually determined  
13 or approved an individual program pursuant to subdivision (2) of  
14 subsection (j) of this section and upon the statement of such  
15 superintendent or supervisory agent that such certificate holder has a  
16 record of competency in the discharge of such certificate holder's

17 duties during such provisional period, the state board upon receipt of  
18 a proper application shall issue such certificate holder a professional  
19 educator certificate. A signed recommendation from the  
20 superintendent of schools, or the superintendent's designee, for the  
21 local or regional board of education or from the supervisory agent of a  
22 nonpublic school approved by the State Board of Education shall be  
23 evidence of competency. Such recommendation shall state that the  
24 person who holds or has held a provisional educator certificate has  
25 successfully completed at least three school years of satisfactory  
26 teaching for one or more local or regional boards of education or such  
27 nonpublic schools. Each applicant for a certificate pursuant to this  
28 subsection shall provide to the Department of Education, in such  
29 manner and form as prescribed by the commissioner, evidence that the  
30 applicant has successfully completed coursework pursuant to  
31 subsection (h) or (j) of this section, as appropriate.

32 (2) Upon application, a teacher from another state who has taught in  
33 such other state for a minimum of five years and is nationally board  
34 certified shall be issued a professional educator certificate with the  
35 appropriate endorsement, subject to the provisions of subsection (m) of  
36 this section relating to denial of applications for certification.

37 Sec. 2. Subsections (b) and (c) of section 10-183e of the general  
38 statutes are repealed and the following is substituted in lieu thereof  
39 (*Effective July 1, 2004*):

40 (b) Any member may purchase, as provided in subsection (c) of this  
41 section, additional credited service, but [not to exceed an aggregate of  
42 one year in the case of service described in subdivision (2) of this  
43 subsection for each two years of active full-time service as a  
44 Connecticut teacher; and] not to exceed an aggregate of one year in the  
45 case of absence described in subdivision (8) of this subsection for each  
46 five years of active full-time service as a Connecticut teacher, provided  
47 if any such absence exceeds thirty consecutive school months, such  
48 additional credited service shall be limited to thirty school months;

49 and not to exceed an aggregate of ten years for all service described in  
50 this subsection, except for service described in subdivision (2) of this  
51 subsection. In no event [, however,] may any service described in this  
52 subsection be purchased if the member is receiving or is, or will  
53 become, entitled to receive a retirement benefit based upon such  
54 service from any governmental system other than the teachers'  
55 retirement system or the federal Social Security System. Additional  
56 credited service includes:

57 (1) Service as a teacher in a school for military dependents  
58 established by the United States Department of Defense;

59 (2) Service as a teacher in another state of the United States, its  
60 territories or possessions;

61 (3) Service in the armed forces of the United States in time of war, as  
62 defined in section 27-103, or service in said armed forces during the  
63 period beginning October 27, 1953, and ending January 31, 1955;

64 (4) Service in a permanent full-time position for the state;

65 (5) Service as a teacher at The University of Connecticut prior to July  
66 1, 1965;

67 (6) Service as a teacher at the Wheeler School and Library, North  
68 Stonington, prior to September 1, 1949;

69 (7) Service as a teacher at the Gilbert Home, Winsted, prior to  
70 September 1, 1948;

71 (8) Any formal leave of absence as provided in regulations adopted  
72 by the board, if the member subsequently returns to service for at least  
73 one school year;

74 (9) Service as a teacher at the American School at Hartford for the  
75 Deaf, the Connecticut Institute for the Blind or the Newington  
76 Children's Hospital;

77 (10) Forty or more days of service as a substitute teacher, or the  
78 equivalent service rendered at less than half-time, in a single public  
79 school system within the state of Connecticut in any school year,  
80 provided eighteen days of such service shall equal one month of  
81 credited service under subsection (a) of this section;

82 (11) Service in the armed forces of the United States, other than  
83 service described in subdivision (3) of this subsection, not to exceed  
84 thirty months;

85 (12) Service as a full-time, salaried, elected official of the state or any  
86 political subdivision of the state during the 1978 calendar year or  
87 thereafter, if such member subsequently returns to service for at least  
88 one school year;

89 (13) Service in the public schools of Connecticut as a member of the  
90 federal Teacher Corps, not to exceed two years; and

91 (14) Service in the United States Peace Corps.

92 (c) Additional credited service must be purchased (1) at the time of  
93 retirement, or (2) at the time a surviving spouse elects benefits under  
94 the provisions of subsection (d) of section 10-183h, or (3) at the time  
95 benefits commence under an optional payment form pursuant to  
96 section 10-183j. Any purchase of service shall be accomplished by the  
97 member paying to the board an amount equal to one-half of the  
98 actuarial present value or, in the case of the purchase of service  
99 described in subdivision (2) of subsection (b) of this section in excess of  
100 ten years, the full actuarial present value, determined according to  
101 actuarial tables adopted by the board, of the difference between the  
102 retirement benefit which the member is entitled to receive based upon  
103 his or her service apart from such purchased service and the benefit  
104 which he or she is entitled to receive including such service. Payments  
105 for additional credited service may be made in a lump sum by transfer  
106 of funds from the member's accumulated one per cent contributions  
107 withheld prior to July 1, 1989, with credited interest and accumulated

108 voluntary contributions with credited interest plus such other amounts  
109 as may be required to complete the purchase.

110 Sec. 3. Section 10-183v of the general statutes is repealed and the  
111 following is substituted in lieu thereof (*Effective July 1, 2003*):

112 (a) Except as provided in subsection (b) of this section, a former  
113 teacher receiving retirement benefits from the system may not be  
114 employed in a teaching position receiving compensation paid out of  
115 public money appropriated for school purposes except that such  
116 former teacher may be employed temporarily in such a position and  
117 receive no more than forty-five per cent of the [entry-level salary]  
118 maximum salary level for the assigned [subject area for such  
119 compensation.] position. Any former teacher who receives in excess of  
120 such amount shall reimburse the board for the amount of such excess.  
121 Temporary employment means employment for less than a school  
122 year. Notice of such employment shall be sent [monthly] semi-  
123 annually on January thirty-first and June thirtieth to the board by the  
124 employing officials and by the retired teacher at the end of each  
125 assignment.

126 (b) [A] Notwithstanding the provisions of subsection (a) of this  
127 section, a former teacher receiving retirement benefits from the system  
128 may, with prior approval of the Teachers' Retirement Board, be  
129 reemployed by a local or regional board of education [or by any  
130 constituent unit of the state system of higher education if such  
131 employment is authorized by the Teachers' Retirement Board upon  
132 certification to such board that such reemployment is in the best  
133 interests of the local or regional school system. Such certification shall  
134 be made by the local or regional board of education, if the employer is  
135 to be a local or regional board of education, or the Board of Governors  
136 of Higher Education, if the employer is to be a constituent unit of the  
137 state system of higher education] in a position designated by the  
138 Commissioner of Education as a subject shortage area pursuant to  
139 section 10-86 for the school year in which the former teacher is being

140 reemployed or in such other position as may be deemed necessary by  
141 the commissioner. Such reemployment with any one board of  
142 education may be for up to one full school year but may, with prior  
143 approval by the Commissioner of Education and the Teachers'  
144 Retirement Board, be extended for an additional school year. A local or  
145 regional board of education shall submit a request for approval in  
146 writing to the Teachers' Retirement Board prior to the reemployment  
147 of such former teacher and prior to extending such reemployment for  
148 an additional school year. Such requests for approval shall include a  
149 statement indicating the type of assignment to be performed, the  
150 anticipated date of rehire and the expected duration of the assignment.

151 (c) The [employment] reemployment of a former teacher under  
152 subsection (b) of this section shall not be considered as service  
153 qualifying for continuing contract status under section 10-151 and the  
154 salary of such teacher shall be fixed at an amount at least equal to that  
155 paid other teachers in the same school system with similar training  
156 and experience for the same type of service. Upon approval by the  
157 board of such reemployment, such former teacher shall be eligible for  
158 the same health insurance benefits provided to active teachers  
159 employed by such school system. No benefits shall be paid in under  
160 section 10-183t while such former teacher is employed by such system.

161 (d) No person shall be entitled to survivor's benefits under  
162 subsection (f) of section 10-183f as a result of reemployment under this  
163 section.

164 [(e) Retirement benefits to a former teacher reemployed under  
165 subsection (b) of this section shall terminate on the first day of the  
166 month of such reemployment. Retirement benefits shall resume on the  
167 first day of the month after reemployment ceases.]

168 [(f)] (e) The same option plan of retirement benefits in effect prior to  
169 reemployment shall continue for a reemployed teacher during  
170 reemployment. [and upon subsequent retirement.]

171 [(g) Any former teacher reemployed under subsection (b) of this  
172 section may elect upon completion of not less than six months  
173 continuous service to make contributions to the system from such date.  
174 The employer of such electing reemployed teacher shall thereafter treat  
175 such teacher with respect to the system in the same manner as any  
176 other member of the system except that such employer shall deduct  
177 only six-sevenths of the amount that would be deducted from the  
178 salaries of other members.

179 (h) Any reemployed teacher electing to make contributions to the  
180 system under subsection (g) of this section may also elect to obtain  
181 retirement credit for service during the period from the beginning of  
182 reemployment to the date of such election by contributing to the  
183 system within six months of the date on which such teacher makes  
184 such election under said subsection (g), six per cent of the salary paid  
185 such teacher during such period together with credited interest from  
186 the time such salary was paid until such contribution is made to the  
187 system.

188 (i) Upon the subsequent retirement of an electing reemployed  
189 teacher, the retirement benefits payable to such retired teacher shall be  
190 increased by triple the amount that would be payable based solely  
191 upon contributions of such teacher made during the period of  
192 reemployment plus credited interest thereon.]

193 (f) The provisions of this section in effect on June 30, 2003, shall be  
194 applicable to any reemployed teacher making contributions under this  
195 section to the Teachers' Retirement System on June 30, 2003.

196 Sec. 4. Subsection (d) of section 10-145f of the general statutes is  
197 repealed and the following is substituted in lieu thereof (*Effective July*  
198 *1, 2003*):

199 (d) Any person who is first issued a certificate valid after July 1,  
200 1989, or who is reissued a certificate after July 1, 1989, shall, except as  
201 otherwise provided in this subsection, be required to achieve a

202 satisfactory evaluation on a professional knowledge clinical  
203 assessment within two years after commencing [teaching in a public  
204 school] participation in the beginning educator support and training  
205 program in order to retain the certificate. The commissioner (1) may  
206 waive the requirement that such satisfactory evaluation on a  
207 professional knowledge clinical assessment be achieved upon a  
208 determination that such assessment is not valid for the person's  
209 teaching assignment, or (2) upon a showing of good cause, may extend  
210 the time limit for the assessment [by one year] for a period of time not  
211 exceeding two years. The requirement of a clinical assessment shall not  
212 apply to any such person who has completed at least three years of  
213 successful teaching in a public school or a nonpublic school approved  
214 by the appropriate state board of education during the ten years  
215 immediately preceding the date of application or who successfully  
216 taught with a provisional teaching certificate during the year  
217 immediately preceding an application for a provisional educator  
218 certificate as an employee of a local or regional board of education or  
219 facility approved for special education by the State Board of Education.  
220 Notwithstanding the provisions of this subsection, [to the contrary,]  
221 the State Board of Education may reissue an initial educator certificate  
222 to a person who held such certificate and did not achieve a satisfactory  
223 evaluation on a professional knowledge clinical assessment provided  
224 the person submits evidence demonstrating significant intervening  
225 study and experience, in accordance with standards established by the  
226 State Board of Education.

227 Sec. 5. Subsection (d) of section 10-220a of the general statutes is  
228 repealed and the following is substituted in lieu thereof (*Effective July*  
229 *1, 2003*):

230 (d) The state Department of Education may fund, within available  
231 appropriations, in cooperation with one or more regional educational  
232 service centers: (1) A cooperating teacher program to train Connecticut  
233 public school teachers and certified teachers at private special  
234 education facilities approved by the Commissioner of Education and at



235 other facilities designated by the commissioner, who participate in the  
236 supervision, training and evaluation of student teachers; (2) institutes  
237 to provide continuing education for Connecticut public school  
238 educators, assessors and cooperating teachers and teacher mentors,  
239 including institutes to provide continuing education for Connecticut  
240 public school educators offered in cooperation with the Connecticut  
241 Humanities Council; and (3) a beginning teacher support and  
242 assessment program to train Connecticut public school teachers and  
243 other qualified persons approved by the Commissioner of Education  
244 and certified teachers at such private special education and other  
245 designated facilities who serve as mentors or assessors for beginning  
246 teachers and who supervise, train and assist or assess beginning  
247 teachers in their initial years in teaching and to pay stipends to  
248 assessors. Funds available under this subsection shall be paid directly  
249 to school districts for the provision of substitute teachers when  
250 cooperating teachers, teacher mentors, beginning teachers and  
251 assessors are released from regular classroom responsibilities and for  
252 the provision of professional development activities for cooperating  
253 and student teachers, teacher mentors, assessors and beginning  
254 teachers. The cooperating teacher and beginning teacher support and  
255 assessment programs shall operate in accordance with regulations  
256 which shall be adopted by the State Board of Education pursuant to  
257 chapter 54. Student teachers shall be placed with trained cooperating  
258 teachers. Beginning teachers shall participate in a beginning teacher  
259 support and assessment program as made available by the board.  
260 School districts shall be responsible for providing support to beginning  
261 teachers which shall include, but not be limited to, the placement of  
262 beginning teachers with trained teacher mentors who may be full or  
263 part-time teachers in the same or a different building than the  
264 beginning teacher and provision of trained assessors to conduct  
265 assessments of beginning teachers. Cooperating teachers, teacher  
266 mentors and assessors may serve concurrently in more than one  
267 capacity and may be assigned more than one student teacher or  
268 beginning teacher in each such capacity. The assessment of each

269 beginning teacher shall be based upon, but not limited to, data  
 270 obtained from observations conducted by assessors using an  
 271 assessment instrument. [Notwithstanding any regulation to the  
 272 contrary, the State Board of Education may require less than six  
 273 observations as part of such assessment for the fiscal year ending June  
 274 30, 1992, and may establish different assessment standards for use  
 275 during such fiscal year. Notwithstanding any regulation to the  
 276 contrary, a] A beginning teacher need not be assessed by a certified  
 277 teacher who holds a certification endorsement in the same general  
 278 subject area as such beginning teacher. Cooperating teachers and  
 279 teacher mentors who are Connecticut public school teachers and  
 280 assessors who are employed by school districts shall be selected by  
 281 local and regional boards of education. Cooperating teachers and  
 282 teacher mentors and assessors at such private special education and  
 283 other designated facilities shall be selected by the authority responsible  
 284 for the operation of such facilities. If a board of education is unable to  
 285 identify a sufficient number of individuals to serve in such positions,  
 286 the commissioner may select qualified persons who are not employed  
 287 by the board of education to serve in such positions. Such regulations  
 288 shall require primary consideration of teachers' classroom experience  
 289 and recognized success as educators. The provisions of sections 10-  
 290 153a to 10-153n, inclusive, shall not be applicable to the selection,  
 291 placement and compensation of persons participating in the  
 292 cooperating teacher and beginning teacher support and assessment  
 293 programs pursuant to the provisions of this section and to the hours  
 294 and duties of such persons. The State Board of Education shall protect  
 295 and save harmless, in accordance with the provisions of section 10-235,  
 296 any cooperating teacher, teacher mentor or assessor while serving in  
 297 such capacity.

298       Sec. 6. (NEW) (*Effective July 1, 2003*) The Department of Higher  
 299 Education shall collaborate with the Department of Education, the  
 300 regional community-technical colleges and four-year institutions of  
 301 higher education that offer teacher preparation programs, to design  
 302 programs to allow community-technical college students who are

303 interested in pursuing teaching careers to enter teacher preparation  
304 programs at four-year institutions upon completion of their  
305 community-technical college programs. Under the programs, a student  
306 shall be jointly accepted for admission by the community-technical  
307 college and the four-year institution, provided actual admission to the  
308 four-year institution shall be subject to successful completion of the  
309 community-technical college program. The programs shall include a  
310 counseling component.

311 Sec. 7. Subsection (c) of section 10-145f of the general statutes is  
312 repealed and the following is substituted in lieu thereof (*Effective July*  
313 *1, 2003*):

314 (c) Notwithstanding the provisions of this section and section 10-  
315 145b, the following persons shall be eligible for a nonrenewable  
316 temporary certificate: (1) A person who has resided in a state other  
317 than Connecticut during the year immediately preceding application  
318 for certification in Connecticut and meets the requirements for  
319 certification, excluding successful completion of the competency  
320 examination and subject matter assessment, if such person holds  
321 current teacher certification in a state other than Connecticut and has  
322 completed at least one year of successful teaching in another state in a  
323 public school or a nonpublic school approved by the appropriate state  
324 board of education, (2) a person who has graduated from a teacher  
325 preparation program at a college or university outside of the state and  
326 regionally accredited, and meets the requirements for certification,  
327 excluding successful completion of the competency examination and  
328 subject matter assessment, [and] (3) a person hired by a charter school  
329 after July first in any school year for a teaching position that school  
330 year, provided the person hired after said date could reasonably be  
331 expected to complete the requirements prescribed in subparagraphs  
332 (B) and (C) of subdivision (1) of subsection (c) of section 10-145b, by  
333 the commencement of the school year following the school year in  
334 which such person held such temporary certificate, and (4) a person  
335 hired to teach in a subject or geographic shortage area pursuant to

336 section 10-8b who (A) has successfully completed the competency  
 337 examination or has achieved a combined score of one thousand or  
 338 more on a Scholastic Aptitude Test administered on or before March  
 339 31, 1995, or a combined score of eleven hundred or more on a  
 340 Scholastic Aptitude Test administered on or after April 1, 1995, and (B)  
 341 has five years of successful teaching experience in a related subject  
 342 area, (i) in this state in a nonpublic school approved by the Department  
 343 of Education, (ii) in another state in a public school or a nonpublic  
 344 school approved by the appropriate state board of education, (iii) at a  
 345 public or private institution of higher education accredited by the  
 346 Department of Higher Education, or (iv) at a public or private  
 347 institution of higher education in another state that is regionally  
 348 accredited. The nonrenewable temporary certificate shall be valid for  
 349 one year from the date it is issued. Any board of education employing  
 350 a person who holds a nonrenewable temporary certificate issued  
 351 pursuant to the provisions of subdivision (2) of this subsection shall  
 352 provide a program to assist each such person who has not successfully  
 353 completed the competency examination by January fifteenth of the  
 354 school year in which such certificate was issued. Said program,  
 355 developed in consultation with the [state] Department of Education,  
 356 shall include academic and classroom support service components.  
 357 Each such person who does not successfully complete said  
 358 examination by said January fifteenth shall participate in said  
 359 program.

360     *Sec. 8. (Effective from passage)* The Teachers' Retirement Board,  
 361 pursuant to section 10-183l of the general statutes, shall study the  
 362 feasibility and cost of establishing an optional alternate retirement  
 363 system for teachers, as defined in section 10-183b of the general  
 364 statutes, who are first hired on or after July 1, 2004, by any school  
 365 district in this state and are employed for an average of at least one-  
 366 half of each school day. The board may consider a plan similar to that  
 367 developed for eligible unclassified employees of the constituent units  
 368 of the state system of higher education and the central office staff of  
 369 the Department of Higher Education pursuant to subsection (c) of

370 section 5-155a of the general statutes or any other portable plan that  
371 includes matching contributions by the state. Not later than January 1,  
372 2004, the Teachers' Retirement Board shall report its findings and  
373 recommendations, in accordance with section 11-4a of the general  
374 statutes, to the joint standing committee of the General Assembly  
375 having cognizance of matters relating to education.

This act shall take effect as follows:	
Section 1	<i>July 1, 2003</i>
Sec. 2	<i>July 1, 2004</i>
Sec. 3	<i>July 1, 2003</i>
Sec. 4	<i>July 1, 2003</i>
Sec. 5	<i>July 1, 2003</i>
Sec. 6	<i>July 1, 2003</i>
Sec. 7	<i>July 1, 2003</i>
Sec. 8	<i>from passage</i>

***Statement of Purpose:***

To address the teacher shortage and to implement some of the recommendations of the Commission on the Teacher and School Administrator Shortage and Minority Recruitment.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*